



Staff Congress

Draft Minutes for March 16, 2022 On-line Meeting via Zoom

Present: Charley Allen-Dunn, Marty Anderson, Christian Barnes, Dedrick Brooks, Russell Dunn, Duane Dycus, Angela Guyton, Marion Hale, Jodi Hanneman, Orville Herndon, Matt Jones, Sondra Kreger, Trish Lofton, Audrey Neal, Kim Newbern, Angela Richerson, Brett Shather, Brian Truskey, Dr. J. David Wilson.

Absent: Chris Cobb, Kevin Crawford, Parker Griffith, Sara Hardaway, Jeremy McKeel, Matt Purdy, Kendrick Quisenberry.

Guests: Dr. Jessica Evans, Staff Regent; Courtney Hixon, Director, Human Resources; Dr. Don Robertson, Vice President, Student Affairs; Dr. Melony Shemberger, Faculty Regent.

CALL TO ORDER: Dr. David Wilson called the meeting to order.

Dr. Don Robertson, Vice President, Student Affairs: Dr. Don Robertson shared recruitment and enrollment information from the March 11, 2022 Board of Regents meeting. He gave Racer Nation Orientation enrollment numbers. Dr. Robertson thanked staff for their work that contributes to students' return in future semesters. He thanked Dr. David Wilson, Matt Jones, and Trish Lofton for their presentation of the Staff Survey to the Board of Regents.

Dr. Wilson added that enrollment for summer programs are near or at pre-pandemic numbers.

Dr. Robertson said the university is pursuing the return of the Governor's Scholars Program at MSU. If successful, the program would start in the summer of 2023.

Dr. Wilson thanked Dr. Robertson for his work on behalf of staff, faculty, and students. He forwarded Jackie Dudley's wishes to staff for a good spring break.

Courtney Hixon, Director, Human Resources: Courtney Hixon reported that at the March 11 meeting, the Board of Regents approved the Paid Parental Leave Policy that will begin on April 1. She appreciated the collaboration in the development of that policy. The 2022-2023 calendar has been posted. Free A1C screenings will be available for staff and faculty by appointment on April 12-14. More information will be forthcoming. The April Lunch and Learn topic will be presented by a dietician from Sodexo.

Staff Regent Report: Staff Regent Dr. Jessica Evans reported that at the March 11 Board of Regents meeting, the first reading of changes to the Bereavement Policy was approved. The changes were proposed from the work of the University-wide Faculty and Staff Insurance and Benefits Committee. She will email staff a detailed summary of the Board of Regents meeting. Dr. Evans thanked Dr. David Wilson, Matt Jones, and Trish Lofton for their Staff Survey presentation at the Board of Regents meeting. She reported on the second Staff Regent Listening Session which was held on February 25. Attendees of the listening session commented on the lack of communication regarding changes to Procurement Services policies and trash not being emptied in offices. Comments also included appreciation for the willingness of Human Resources staff to assist employees. She wished staff a restful spring break.

Faculty Regent Report: Dr. David Wilson said that Faculty Regent Dr. Shemberger was unable to attend today's Staff Congress meeting but emailed him that she appreciates all Staff Congress does. Dr. Shemberger hopes to work with Staff Congress and Faculty Senate in the development of resolutions.

APPROVAL OF MINUTES: Trish Lofton made a motion to approve the February Meeting Minutes as presented. Duane Dycus seconded, and the motion carried.

APPROVAL OF TREASURER'S REPORT: Brian Truskey made a motion to approve the February Treasurer's Report as presented. Angela Guyton seconded, and the motion carried.

STANDING COMMITTEE REPORTS:

Executive Committee: Dr. David Wilson said the committee met to prepare the Staff Survey presentation for the Board of Regents meeting. He thanked Staff Regent Dr. Jessica Evans and the Board of Regents for allowing the Staff Congress Officers to present the Survey Results to the Board of Regents. He appreciated Regent Aguiar's comments in support of staff.

After completing his department budget which is due on March 18, Dr. Wilson will update the Staff Congress committee list. Brian Purcell has resigned from Staff Congress due to his increased responsibilities at the university. His position has changed from interim CIO to CIO.

Trish Lofton thanked Staff Regent Evans for her work during the Board of Regents meeting. She also appreciated Regent Aguiar's comments in support of staff.

Credentials and Elections Committee: Orville Herndon reported that the Credentials and Elections Committee has contacted staff who received the next high number of votes in the 2021 Staff Congress Election to ask if they would like to serve the remainder of vacant terms on Staff Congress. Some of the staff contacted are no longer at MSU and some have declined.

As approved by Staff Congress at the February 2022 monthly meeting, the candidacy filing period for the Staff Congress Election will begin on Monday, March 28 and end April 11 at 4:30 p.m. The election will be held April 26-28. Mr. Herndon read the names of Staff Congress members whose terms will expire July 1, 2022. The committee is considering waiting until after the Staff Congress Election to nominate staff to serve the remainder of Brian Purcell's and Tim Williams's terms on Staff Congress. The committee may then offer the position to a 2022 Staff Congress Election candidate who receives the next higher number of votes after the election winners. The committee will discuss this with the Staff Congress Executive Officers.

Staff Recognition Committee: On behalf of Staff Recognition Committee Chair Jeremy McKeel, who was unable to attend today's Staff Congress meeting, Dr. Wilson reported that an email was sent to staff with the names of the Staff Excellence Award Recipients.

Staff Special Events Committee: No report.

Communications Committee: No report.

Working Conditions Committee: Brian Truskey reported that the Working Conditions Committee has viewed most of the leadership videos from the Wayne Corporation. The committee plans to watch the remaining leadership modules within the week. Based on Staff Survey comments, the Staff Survey Committee assigned the Working Conditions Committee with viewing the leadership modules and developing a list of recommended resources for managerial staff orientation. Mr. Truskey thanked Dr. David Wilson, Matt Jones, Trish Lofton, and Jessica Evans for their representation of staff. He emailed Regent Aguiar to thank him for his supportive comments toward staff.

Staff Survey Committee: Brett Shather said the committee met earlier in March to discuss the timeline for the 2022 Staff Survey. The committee is considering sending the survey to staff in mid-April. The committee will meet after spring break to review the survey and revise questions. Comments can be sent to him.

Textbook Scholarship Committee: No report.

Personnel Policies and Benefits Committee: Marion Hale is serving on the Personnel Policies and Benefits Committee. Due to physical therapy, she is not currently available to work with the committee. Orville Herndon said the committee will meet after spring break. New Staff Congress members can indicate on the committee preference form the committees on which they would like to serve.

Dr. Wilson said he will send the committee preference forms to the new members. Audrey Neal and Dedrick Brooks have joined the Staff Survey Committee.

UNIVERSITY-WIDE COMMITTEES:

Faculty and Staff Insurance and Benefits Committee: Orville Herndon said the Faculty and Staff Insurance and Benefits Committee will meet on March 28, at 8:30 a.m. Sometime during the spring semester, the committee will begin talking about health insurance. Staff with comments on health insurance may contact committee members. The tuition waiver resolution and proposed changes to the Bereavement Policy came from staff members who contacted the Insurance and Benefits Committee with concerns. He encourages staff to contact the committee with concerns.

Intercollegiate Athletic Council: No report.

Naming Campus Facilities Committee: No report.

Sick Leave Appeals Committee: No report.

International Studies Advisory Committee: No report. Dr. Wilson asked that persons interested in serving on the International Studies Advisory Committee contact him.

Budget Advisory Committee: No report. Dr. Wilson said the committee will meet in April. Brian Purcell served on that committee. He plans to appoint a Staff Congress member to complete Brian Purcell's term on that committee.

Shared Governance Committee: No report.

Parking Advisory Committee: Duane Dycus reported that the Parking Advisory Committee will meet on March 17 to discuss Curris Center parking. Dr. Wilson expressed concern for staff who must park at the stadium at the beginning of the work day. When game days fall on work days, staff are ticketed or towed for parking there.

Judicial Board: No report.

AD HOC COMMITTEES:

Bylaws Revision Committee: No report.

Staff Handbook Committee: No report.

Diversity Committee: No report.

Faculty Regent Shemberger: Dr. Melony Shemberger joined the meeting. She thanked the Staff Congress officers for presenting the Staff Survey Results at the Board of Regents meeting. She thanked Regent Aguiar for his comments supporting staff. Dr. Shemberger shared the Staff Survey report with faculty and noted that faculty share similar concerns with staff. She thanked Marion Hale and Orville Herndon for their work in the Department of Journalism and Mass Communications in which Dr. Shemberger also works. She commented on the importance of taking care of staff and faculty.

Dr. Wilson encouraged Congress members to inform their constituents that the Staff Survey Committee and the Staff Congress Executive Officers read all the comments submitted on the Staff Survey. The six items the Executive Officers presented at the March 11 Board of Regents meeting came directly from Staff Survey responses. He encouraged staff to answer the survey and to include comments in their survey responses. Staff Congress reads the survey responses and attempts to address staff concerns discussed on the survey.

UNFINISHED BUSINESS:

Resolution for Cost-of-Living Adjustment:

Dr. Wilson asked for a motion to bring back from the table and bring before the Staff Congress the Resolution for Cost-of-Living Adjustment. Brian Truskey made a motion to bring back from the table and bring before the Staff Congress the Resolution for Cost-of-Living Adjustment. Angela Guyton seconded, and the motion carried. The edits to the resolution, as discussed at the February Staff Congress, were read aloud by Dr. Wilson. Congress member Audrey Neal, who incorporated the edits to the resolution, said she forwarded to Staff Congress Treasurer Trish Lofton a format guide for writing resolutions. The guide was applied to the Resolution for Cost-of-Living Adjustment and can be used when writing future resolutions to maintain consistency in the resolution format used. Marion Hale thanked Ms. Neal for her work editing the resolution. Discussion followed, including additional edits to be made to the resolution.

Marion Hale made a motion to send the Resolution for Cost-of-Living Adjustment back to the Executive Committee and Audrey Neal to update it with the additional edits discussed at today's Staff Congress meeting. Trish Lofton seconded. Dr. Wilson asked if there was any discussion. Angela Guyton asked what the downside would be of sending the motion back to the Executive Committee for additional edits. Discussion followed, including that if the resolution is delayed, it will not be ready in time to be considered for inclusion in the upcoming budget. Discussion also included the possibility of holding a special-called Staff Congress meeting on March 30, 2022, to vote on the revised Resolution for Cost-of-Living Adjustment.

Dr. Wilson called for the question. The motion carried. Dr. Wilson said he will call a special Staff Congress meeting on March 30, at 1:30 p.m. to vote on the revised Resolution for Cost-of-Living Adjustment.

NEW BUSINESS: None.

Information Items:

Dr. Wilson said the next Racer Nation day is scheduled during the week after spring break. He encouraged staff to welcome Racer Nation students on campus that day.

The next monthly Staff Congress meeting is scheduled for April 20, at 1:30 p.m., via Zoom.

Dr. Wilson thanked Staff Congress members for their work on the cost-of-living resolution.

ADJOURNMENT: Angela Guyton made a motion to adjourn. Angela Richerson seconded, and the motion carried.